

Model Wellbeing Policy

Reviewed: July 2024

BURBERRY

Burberry is committed to protecting the wellbeing and health of Models (defined below) engaged by Burberry across its global operations. Burberry liaises with external authorities and industry specialists to ensure that this policy is kept up to date with all appropriate UK and International regulations.

Scope

This policy is mandatory and relates to the engagement by Burberry of all individuals whose profession is modelling (“**Models**”) within Burberry’s global operations, including for shoots, shows, events and fittings (“**Burberry Engagement**”).

Discrimination

As a global business, Burberry prides itself on being a brand with a diverse customer and employee base and discrimination including race, caste, national origin, religion, disability, gender, marital status or sexual orientation is not tolerated in any part of Burberry’s business. Burberry is passionate about attracting, developing and rewarding the most talented and skilled individuals, regardless of background.

Respect

All Models will be treated with respect and professionalism and all necessary steps will be taken to ensure that the safety, health and wellbeing of the Models is protected at all times.

No action or activity that is dangerous, degrading, embarrassing, unprofessional or demeaning will be requested of any Model at any time.

Models who are not represented by agencies will be treated in line with Burberry’s policy on streetcasting and will be provided with a dedicated Burberry contact and paid a proper and fair fee.

Risk assessments will be carried out for all external shoots and events by Burberry or the relevant nominated party. The Burberry Health & Safety Team or their nominated external support will have oversight of these risk assessments.

Burberry seeks to limit the amount of time that Models will be required on site for castings. Should a casting be subject to delay or a Model is called back for multiple re-sees and is not selected, Burberry will pay travel expenses and/or a fee where appropriate.

Minors

Children will always be treated in line with the Burberry Child Safeguarding Policy.

Burberry will not hire Models under the age of 18 to participate in shows and shoots representing an adult, unless agreed on an exceptional and case-by-case basis.

Where models between 16 and 18 years old are hired on an exceptional basis:

1. such models are not allowed to work between 10pm and 6am (chaperones are not permitted to override these working hours);

2. nudity / partial nudity (meaning (i) for men, fully nude above the waist and (ii) for women, nipples being visible through sheer fabric) and/or swimwear looks is not permitted;
3. Burberry requires that agencies ensure that Models meet their school attendance obligations;
4. alcohol will not be served to such Models; and
5. such Models shall be accompanied by a chaperone/guardian during their Burberry Engagement. Expenses for the chaperone will be agreed in advance and covered by Burberry when applicable. Where required, Models shall stay in the same accommodation as their chaperone.

Health

Burberry will work solely with Models who are able to present a valid medical certificate, provided to the agencies (or Burberry as appropriate) and obtained less than six months before the relevant Burberry Engagement, attesting to their good health and ability to work.

Burberry will not work with any Models who are size 32 for women and size 42 for men (European measurement) and will require casting agencies to present women and men Models who are respectively size 34 or over and 44 or over.

If, during any Burberry Engagement, any Model is visibly unhealthy or becomes unwell, the Model shall be excused from the Burberry Engagement and their agency informed immediately.

If a Model is excused from attending a Burberry Engagement, due to health reasons, the work already completed by the Model will be fully compensated. Being excused from a Burberry Engagement for health reasons will not impact any future engagement offers by Burberry once the outstanding health issues are resolved.

Any illegal substance abuse by a Model during a Burberry Engagement will not be tolerated by Burberry and where identified, a Model will be excused from his or her engagement immediately and their agency notified.

Privacy

All Models shall have access to a dedicated model zone/private space for dressing during a Burberry Engagement to allow them to change in a dignified manner (out of sight of people who do not belong to the production team or Burberry). In the absence of a private room for dressing, a portable changing room or screen will be provided on all locations.

Burberry may provide bathrobes to preserve privacy, as far as possible, before and after wardrobe changes during shoots.

All Models engaged by Burberry will be informed in advance if partial nudity (meaning (i) for men, fully nude above the waist and (ii) for women, nipples

being visible through sheer fabric) will be required as part of the Burberry Engagement. Models may decline Burberry's request to appear partially nude and will only appear partially nude if they feel comfortable with the degree of nudity required. The Model's written consent to appear partially nude will be obtained by the agency prior to the commencement of any Burberry shoot, show or fitting where a Model confirms that they feel comfortable to appear partially nude during such an engagement.

In the case of partial nudity or whilst getting dressed, the Model will never be alone with a photographer or director and the Model's privacy shall be considered and respected at all times.

Models may request a closed set in advance of any shoot and Burberry will use reasonable endeavours to accommodate the request in the case of partial nudity.

A comfortable temperature shall be maintained to safeguard the Model's health in the case of partial nudity.

The presence of a designated Burberry employee during engagements is compulsory. The designated Burberry employee is present throughout casting, during dress rehearsals, prior and during the show or any campaign shoots to immediately address any concerns raised by models or those participating in the show or campaign. This person will ensure all voices are heard, values respected and will escalate as appropriate.

Change of Appearance

If a Model is required to make permanent or long-lasting changes to their appearance during a Burberry Engagement (e.g. cutting hair), the change must be notified to the Model by the agency in advance and agreed in writing by the Model.

Working Hours

Working hours for a standard day (including overtime) shall be agreed in advance. Agencies will be notified in advance if the 'call time' exceeds 4 hours before the Burberry Engagement.

The Model's working hours during a Burberry Engagement will be monitored to ensure compliance with applicable local law.

Rest Breaks

Burberry will provide Models with no less than a half hour break for every four hours working time, or earlier if a Model requests an immediate break if feeling unwell.

A break around any meal times should also be provided with enough time to obtain and consume the food, this should be no less than half an hour.

Refreshments

Burberry will provide a selection of healthy refreshments for all Models engaged, where working hours exceed 4 hours per day. The refreshments provided must comply with dietary requirements.

At meal times, Burberry will provide either a meal suitable for the Model or provide the Model with enough time to travel to get a meal and an expense value to cover the cost.

For information on maintaining a healthy diet, please refer to <https://www.nhs.uk/live-well/eat-well/>

Alcoholic beverages are prohibited in the workplace at all times, unless exceptional authorisation has been given by Burberry (e.g. after-show drinks) and in such cases, alcohol will be made available in moderation and served responsibly.

Remuneration and Expenses

Agreed fees for the Model's services will be paid in monetary terms and not in kind.

Burberry requires the agencies to ensure that the contract with the Models enables the Models to be paid within the timeframe required by applicable law.

Expenses for accommodation and travel for the Models and chaperones (where relevant) will be agreed in advance and covered by Burberry when applicable. Where the agencies are responsible for providing accommodation, Burberry will require that agencies provide the Models with a level of accommodation that ensures their wellbeing.

After 8pm, Burberry provides transportation for Models to return to their place of residence.

Issue Reporting and Audit

Models may raise any concerns with the Burberry team via email: model.wellbeing@burberry.com, or calling 0800 89 0011 using access code: 833 626 1541, or online at www.burberry.ethicspoint.com

Models can also report any issues or disputes they have with an agency, Burberry employee or a third party engaged by Burberry, through the Burberry representative available on location. The presence of at least one Burberry representative during any Burberry Engagement is compulsory.

Models working on runway shows, internal fittings as well as key campaign shoots and brand moments are also invited to complete a survey, which provides Models with the opportunity to anonymously feedback on their experiences.

Burberry may carry out unannounced inspections/audits during any Burberry Engagement to ensure compliance with this policy.

Burberry's Global Ethics Committee will be responsible for overseeing that this policy is implemented and followed, and where required, updated.

If you have any queries about this policy, please contact model.wellbeing@burberry.com.

